



## FROM THE DIRECTOR'S CHAIR –

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### Report on the 3<sup>rd</sup> Annual Meeting of State Nursing Workforce Centers – *Taking the Long View: Turning Vision into Action* held April 28-30, 2005 in Portland, Oregon

Dr. Andrea Gregg, Chair, Jo Ann Miller, FCN Staff, and I had the privilege of attending this conference along with representatives from 29 other states. Presentations and posters were informative and the willingness of participants to share will be advantageous to our work in Florida.

#### Conference Highlights:

**Nursing Education:** Several states (or regions within them) are initiating web-based student clinical placement. Through the process they have found more clinical placement sites available than anticipated.

**Data:** Information on state and national level activities was presented including a demonstration of HRSA's nurse supply and nurse demand forecasting models.

**Retention/Recruitment:** Leadership programs, internship projects, and systems to reward positive work environment changes were presented. All participants agreed that retention is integral to success in solving the shortage.

## LEGISLATIVE UPDATE

Though this was an active session for the Center, proposed bills to address the nursing shortage did not pass. Dr. Andrea Gregg, FCN Chair and Mary Lou Brunell, Executive Director were invited to provide testimony to both Senate and House committees. The Center was discussed and cited as a source of information in reports produced by the Senate Health Committee and Office of Program Policy Analysis and Government Accountability.

Bills did pass authorizing Nurse Practitioners and Physician Assistants to perform employment physicals on firefighters and security personnel and to sign for disabled parking permits.

Funding for a grant program, SUCCEED FL, is earmarked for nursing education programs in the amount of \$10,000,000. Criteria will be published and reviewed by the Department of Education.

A proposed bill to establish mandatory nurse staffing ratios was not acted upon.

The bill that would allow the Florida Board of Nursing to join the Nurse Licensure Compact (gaining multistate licensure privileges in participating member states) was not acted upon.



## NURSING SHORTAGE SUMMIT HELD



A summit on the Nursing shortage was conducted on March 4, 2005 at the Embassy Suites in Downtown Orlando, Florida.

Representatives David Mealor, Chair of the Colleges and Universities Committee and Pat Patterson, Chair of the Community Colleges and Workforce Committee, on behalf of Speaker Alan Bense, asked the Florida Center for Nursing to conduct the summit addressing the nursing shortage in Florida. Participants included representatives from Deans and Directors of nursing education programs, Nursing Leaders from healthcare provider organizations, and representatives from professional organizations including the Florida Nurses Association, the Florida Organization of Nurse Executives, the Florida Hospital Association, the Florida Association of Directors of Nursing Administration/LTC, the Florida League for Nursing, the Department of Health and the Florida Center for Nursing.

The topics for discussion were: defining the nursing shortage, identifying contributing issues, and formulating strategies for resolution. Andrea Gregg, DSN, RN, FCN Board Chair, welcomed the participants. Representatives David Mealor and Ed Jennings (Community Colleges and Workforce Committee Vice-Chair) attended the event offering opening comments and joining the discussion. Mary Lou Brunell MSN, RN, Executive Director of FCN facilitated.

The intended outcome of the meeting was to identify immediate strategies to be legislatively addressed during the 2005 legislative session.

## WHAT'S NEW ON THE FCN WEBSITE

Available on our FCN Research & Information page:

**Resource Paper: Nurse to Patient Ratios** – A paper reviewing the literature pertinent to the topic of nurse to patient ratios.

**Florida Nursing Summit: Addressing the Nursing Shortage** – Summary of the March 4, 2005 summit proceedings.

**Nurse Education in FL: January 2005 Survey** – Full report of survey results.

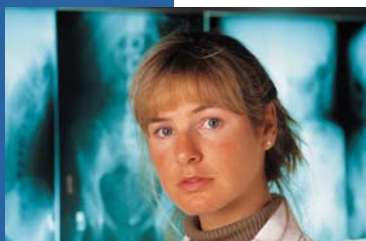
Available on our Internet Resources page:

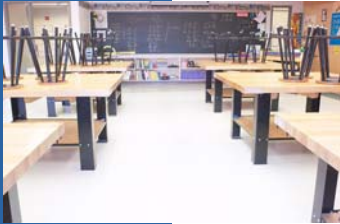
**Nursing Education Programs in Florida** – A link to an updated list of nursing programs in Florida. We will be adding a list of Certified Nursing Assistant training programs to this page shortly.

## ITEMS OF INTEREST

### Did you know that there is a FCN Trust Fund?

The Florida Center for Nursing has a Trust Fund account held at the State level. You may contribute to that account by adding a donation to your license renewal or by sending it directly to the Florida Center for Nursing, PO Box 163224, Orlando, FL 32816. All contributions go directly to the Center to fund surveys, projects, grants etc. Any amount is greatly appreciated. *(Checks made payable to the FL Center for Nursing Trust Fund.)*





In January 2005 the Center conducted a survey to evaluate the nursing faculty supply and demand issues in the state. Questions asked on the survey addressed student capacity, faculty demographics, and barriers to program expansion. The findings are reported by state, regions, and by private – state program comparison. 54 surveys were distributed with an 86.6% response rate from Associate and 91.6% from Baccalaureate and higher programs of nursing. Overall response to the survey was 88% (48 programs). The Center appreciates the high level of participation.

### Findings

- ❖ For Academic Year (AY) 2003-2004 7,552 admissions and 5,239 graduations were reported.
- ❖ Of 10,923 qualified applicants for Fall 2004 6,293 were turned away.
- ❖ Student slots were increased by 2,624 for AY 2004-2005 and 1,987 more for 2005-2006.
- ❖ If all applicants had been admitted there would still be a shortfall of 23% to meet the FAWI projected annual need for the state.
- ❖ There are 522 budgeted faculty positions in ASN and 503 in BSN and Higher.
- ❖ There are 38 vacant faculty positions in the ASN and 54 in BSN and higher.
- ❖ Eighteen retirements are projected in the next year.
- ❖ Contract lengths are 9 – 12 months with 10 the most common.
- ❖ Private education program salaries are generally higher than State in both 9 and 10 month contracts.
- ❖ For every student seat added there is a need of 2.3 additional FTEs in ASN, 1.5 in RN-BSN, 2.6 for BSN, 2.2 for MSN and 2.2 for Doctorate.

Ranked in order of response, with 1 being most frequent, the following were cited as barriers to expansion:

- 1<sup>st</sup> A shortage of qualified faculty (30%)
- 2<sup>nd</sup> Insufficient faculty lines/funded positions (25%)
- 3<sup>rd</sup> Insufficient clinical sites (22%)
- 4<sup>th</sup> Non-competitive faculty salaries (16%)

### Report Summary

Survey results indicate regional variations in number of vacant faculty positions, length of time required to recruit new faculty, faculty salaries, access to graduate education, and barriers to expansion. Therefore, to be successful, strategies to address the nursing shortage must include consideration of regional differences.

Survey data confirms a faculty shortage as a major barrier to expansion of nursing student enrollment. Had all qualified applicants been admitted, 77% of the projected annual employment need for Florida would have been met. Failure to expand enrollment will result in an annually increasing gap between the supply of and demand for registered nurses in Florida.

